

Maine Job Vacancy Survey Spring 2005

*An Assessment of
Potential Training Needs*



MAINE
DEPARTMENT OF
LABOR
Labor Market Information



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**Job
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Spring 2005

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Preface


The Labor Market Information Services Division staff wish to express our sincere appreciation to all who contributed to this publication. We thank in particular the employers of Maine who participated in the **Maine Job Vacancy Survey-Spring 2005** by giving their time to provide occupational, wage, and skills data relating to job vacancies.

This information has been aggregated by occupation and by industry regionally and statewide, to provide a valuable resource for the business community, education and training providers, and job seekers.

Similar to the survey in 2002, the **Maine Job Vacancy Survey-Spring 2005** was conducted using methodology developed by the U.S. Bureau of Labor Statistics (USBLS) and the Job Vacancy Statistics Workgroup. In addition, we piloted a new online version of the Estimation Production System, which calculates estimated job vacancies based on survey responses. For more information about this effort, please visit www.JVSinfo.org.

If you have questions regarding Maine labor market information or products available through our office, please call (207) 287-2271, e-mail Imi.me@Maine.gov, or visit our web site at www.Maine.gov/labor/lmis.

If you have questions specific to this publication or about job vacancy surveys, please contact David Welch at (207) 287-1250, David.F.Welch@Maine.gov or Suzanne Thivierge at (207) 287-5294, Suzanne.P.Thivierge@Maine.gov.

A handwritten signature in black ink, appearing to read "John Dorrer". The signature is fluid and cursive, with the first name "John" being more prominent than the last name "Dorrer".

John Dorrer, Director
Labor Market Information Services

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Introduction

Purpose

The ***Maine Job Vacancy Survey-Spring 2005*** report provides valuable information about labor market demand by approximating the number of job vacancies by occupation and by major industry, on a statewide and regional basis. The survey identifies wages and benefits offered, education and experience requirements, and full-time or part-time status associated with job vacancies. It also presents, where available, the job vacancy rate, which represents the percentage of job vacancies with respect to employment.

To obtain this data, Labor Market Information Services conducted a confidential survey of Maine employers during April, May, and June of 2005. Similar to the one in 2002, this survey was done as part of a national effort to develop a state and local job vacancy information system, a critical need identified by the National Association of State Workforce Agencies and the Workforce Investment Council, which is responsible for providing leadership, oversight, policy guidance, and technical assistance to the one-stop public employment service system and the youth and adult employment and training programs. The national survey model that was developed uses standard definitions and statistical methodology to allow comparison of results from independent surveys across time and geographic regions.

Once fully implemented, these surveys will produce results which can be used by:

- Training service providers to plan workforce development curriculum;
- Policy makers and business leaders to address labor market imbalances;
- Human resource professionals to determine hiring patterns and demand for labor;
- Economic developers to assess workforce needs and supply of labor;
- Counselors and educators to aid students and jobseekers plan careers and find employment.

The ***Maine Job Vacancy Survey-Spring 2005*** report serves as a starting point toward a better understanding of occupational workforce shortages and labor market demand.

Executive Summary

This report examines the quantity and quality of job vacancies in Maine statewide and regionally, and offers select comparisons with the survey done in 2002. According to the national Workforce Investment Council, this information is needed to “fill critical data gaps” that now exist. Analyses of Job Vacancy Survey results can help meet the needs of a variety of members in the community, ranging from training service providers to jobseekers.

The following highlights some of the key findings this analysis has produced:

Regional:

- The Tri-County region, consisting of Hancock, Penobscot, and Piscataquis counties, accounts for the highest job vacancy rate at 4.9% of employment.
- Job vacancies in the Central/Western Maine region, consisting of Androscoggin, Franklin, Kennebec, Oxford, and Somerset counties, were offered the highest mean hourly wage at \$12.01.
- Food Preparation & Serving Related occupations is the only occupational group that ranked among the top three in number of job vacancies in all four regions.
- Among industries with over 300 estimated job vacancies, Durable Goods Manufacturing (i.e. wood products, metal products, computers & electronics, etc) showed the greatest range in average hourly wages offered across all four regions.

Maine Statewide:

- The job vacancy rate in Maine increased from 3.9% in 2002 to 4.2% in 2005, representing an increase of nearly 2,000 job vacancies.
- Among occupational groups with over 1,000 estimated job vacancies statewide, Healthcare Practitioners & Technical occupations are offered the highest average hourly wage at \$21.67.
- Food Preparation & Serving Related occupations account for the largest concentration of part-time vacancies at 49.2%. These occupations are also offered the lowest mean hourly wage at \$7.76.
- The occupation Retail Salespersons boasts the most job vacancies, at an estimated 1,596 openings statewide.
- Among the six levels of educational attainment available to respondents, the greatest change in average hourly wages between 2002 and 2005 is an increase of \$2.29 for those vacancies requiring an Associate’s Degree.
- The occupational group in which employers report to be always recruiting or hiring is Protective Services.

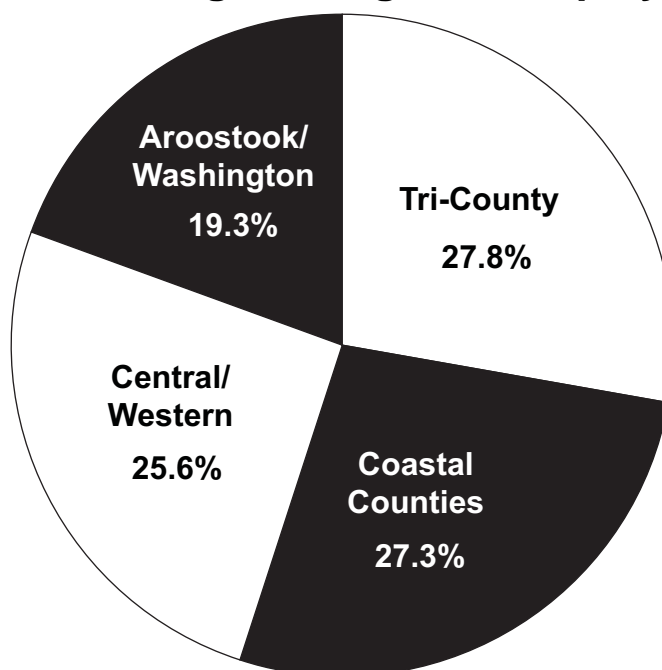
Regional

- ◆ The Aroostook/Washington region has the lowest job vacancy rate in Maine at 3.4%. The pie graph shows that as a percentage of regional employment, the Aroostook/Washington region job vacancies make up nearly 20% statewide.
- ◆ The Central/Western Maine region accounts for the highest mean hourly wage for job vacancies at \$12.01, more than \$2.00 per hour higher than the average wage offered for job vacancies in the Aroostook/Washington region.
- ◆ The Aroostook/Washington region accounts for the highest percentage (30.6%) of vacancies requiring education beyond a high school diploma. It is also the region with the highest percentage (55.4%) of vacancies that are part-time jobs.
- ◆ The Tri-County region has the highest job vacancy rate at 4.9%. As a percentage of regional employment, the Tri-County region makes up 27.8% of all job vacancies statewide.

Job Vacancies by Region

| Region | Number of Job Vacancies | Job Vacancy Rate | Mean Hourly Wage | Part-time | Temporary or Seasonal | Requires Specialized Work Experience | Requires Education Beyond a High School Diploma |
|-----------------------|-------------------------|------------------|------------------|--------------|-----------------------|--------------------------------------|---|
| Aroostook/Washington | 1,305 | 3.4% | \$9.95 | 55.4% | 30.4% | 27.5% | 30.6% |
| Central/Western Maine | 6,271 | 4.5 | 12.01 | 25.6 | 20.4 | 38.1 | 29.0 |
| Coastal Counties | 13,347 | 4.8 | 11.21 | 28.8 | 38.0 | 23.2 | 24.3 |
| Tri-County | 4,446 | 4.9 | 11.01 | 36.6 | 34.4 | 31.9 | 22.4 |
| Total | 25,369 | 4.2% | \$11.31 | 30.8% | 32.6% | 28.6% | 25.4% |

Job Vacancies by Region, As a Percentage of Regional Employment



- ◆ *Statewide, Sales & Related represents 15.6% of all job vacancies. This occupational group has the highest number of job vacancies in only two areas, Coastal Counties and the Tri-County area.*
- ◆ *By occupational group, mean wage ranges are largest in the Central/Western Maine area, with average hourly wages varying from \$7.63 to \$26.81.*
- ◆ *Mean wage ranges are smallest in the Coastal Counties, with mean hourly wages varying from \$8.05 to \$23.60.*
- ◆ *Food Preparation & Serving Related is the only occupational group that ranked among the top three in number of job vacancies in all four regions.*

* Indicates data is nondisclosable

Job Vacancies by Major Occupational Group by Region

| Major Occupational Group | Maine | | Aroostook/Washington | | Central/Western Maine | | Coastal Counties | | Tri-County | |
|--------------------------------------|-------------------------|------------------|-------------------------|------------------|-------------------------|------------------|-------------------------|------------------|-------------------------|------------------|
| | Number of Job Vacancies | Mean Hourly Wage | Number of Job Vacancies | Mean Hourly Wage | Number of Job Vacancies | Mean Hourly Wage | Number of Job Vacancies | Mean Hourly Wage | Number of Job Vacancies | Mean Hourly Wage |
| Sales & Related | 3,952 | \$10.39 | 72 | \$7.43 | 721 | \$12.21 | 1,979 | \$11.39 | 1,180 | \$7.78 |
| Food Preparation & Serving Related | 3,494 | 7.76 | 389 | 6.57 | 848 | 7.63 | 1,856 | 8.05 | 401 | 7.87 |
| Office & Administrative Support | 3,483 | 10.22 | 80 | 7.90 | 1,090 | 10.69 | 1,966 | 10.15 | 347 | 9.64 |
| Building & Grounds Maintenance | 1,833 | 9.24 | 141 | 8.02 | 94 | 9.20 | 1,316 | 9.43 | 282 | 9.02 |
| Healthcare Practitioners & Technical | 1,820 | 21.67 | 112 | 18.91 | 626 | 24.00 | 664 | 21.79 | 418 | 18.73 |
| Transportation & Material Moving | 1,655 | 11.46 | 125 | 11.80 | 377 | 11.68 | 868 | 11.12 | 285 | 12.05 |
| Personal Care & Service | 1,613 | 7.96 | 33 | 7.73 | 296 | 8.30 | 1,042 | 7.77 | 242 | 8.35 |
| Construction & Extraction | 1,364 | 11.86 | 48 | 10.79 | 283 | 10.22 | 690 | 12.01 | 343 | 13.07 |
| Healthcare Support | 1,103 | 8.94 | 76 | 8.43 | 368 | 8.56 | 485 | 9.26 | 175 | 9.07 |
| Production | 978 | 10.25 | 12 | 9.05 | 202 | 10.85 | 676 | 9.69 | 88 | 13.42 |
| Education, Training, & Library | 874 | 11.49 | 92 | 12.10 | 310 | 10.67 | 311 | 11.09 | 162 | 13.48 |
| Management | 548 | 19.59 | 9 | 20.88 | 161 | 16.39 | 254 | 21.80 | 124 | 19.12 |
| Community & Social Services | 540 | 12.22 | 6 | 17.72 | 293 | 10.82 | 182 | 13.71 | 60 | 14.05 |
| Installation, Maintenance, & Repair | 519 | 12.39 | * | * | 118 | 14.22 | 281 | 11.93 | 114 | 11.75 |
| Protective Services | 368 | 9.61 | * | * | 153 | 7.91 | 135 | 12.17 | 78 | 8.51 |
| Business & Financial Operations | 296 | 18.58 | 5 | 25.15 | 75 | 15.05 | 206 | 19.36 | 11 | 24.87 |
| Architecture & Engineering | 273 | 18.61 | | | 32 | 12.78 | 228 | 19.35 | 12 | 20.13 |
| Computer & Mathematical | 181 | 22.22 | * | * | 35 | 23.27 | 57 | 23.60 | 50 | 22.26 |
| Farming, Fishing, & Forestry | 166 | 12.02 | 42 | 13.20 | 64 | 13.42 | * | * | * | * |
| Arts, Design, Entertainment, & Media | 138 | 10.36 | * | * | 30 | 8.60 | 92 | 11.63 | | |
| Legal | 130 | 19.02 | | | 88 | 18.93 | 41 | 19.23 | | |
| Life, Physical, & Social Science | 41 | 25.15 | | | 10 | 26.81 | * | * | 29 | 24.77 |
| All Job Vacancies | 25,369 | \$11.31 | 1,305 | \$9.95 | 6,271 | \$12.01 | 13,348 | \$11.21 | 4,446 | \$11.01 |

Regional Workforce Investment Area (WIA)

Aroostook/Washington County WIA

Central/Western Maine WIA

Coastal Counties WIA

Tri-County WIA

Respective Counties

Aroostook, Washington

Androscoggin, Franklin, Kennebec, Oxford, Somerset

Cumberland, Knox, Lincoln, Sagadahoc, Waldo, York

Hancock, Penobscot, Piscataquis

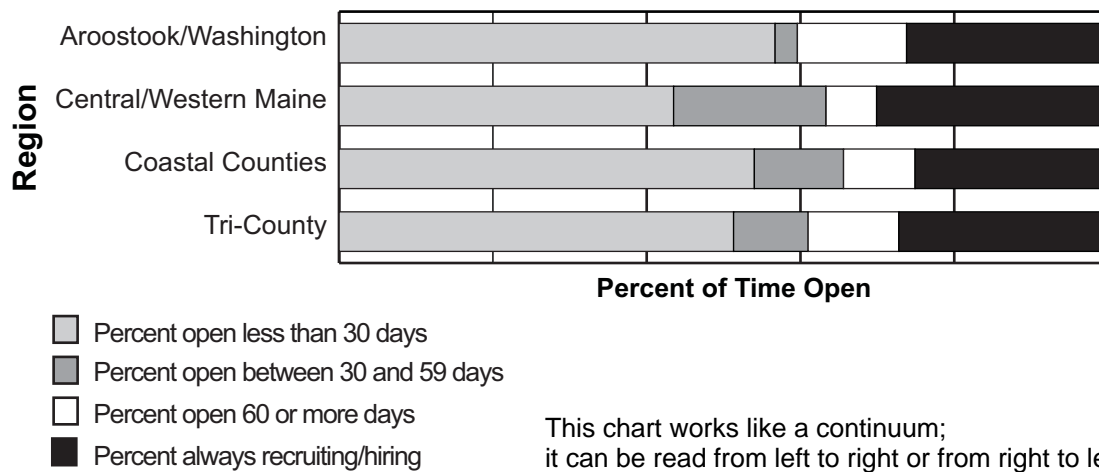
- ◆ *Trade, Transportation, & Utilities represents 26.0% of all job vacancies and has the highest number of job vacancies in both the Central/Western and Tri-County regions.*
- ◆ *The Leisure & Hospitality industry has the highest number of job vacancies in the Aroostook/Washington and Coastal Counties areas, representing 38.0% and 26.5% of total regional employment respectively.*
- ◆ *By industry group, mean wage ranges are largest in the Tri-County area, with mean hourly wages varying from \$8.40 to \$21.28. They are smallest in the Central/Western area, with mean hourly wages varying from \$8.69 to \$15.37.*
- ◆ *In industries with over 300 job vacancies statewide, Durable Goods Manufacturing shows the largest range in average hourly wages across all four regions. Healthcare & Social Assistance shows the smallest range.*

* Indicates data is nondisclosable

Job Vacancies by Industry by Region

| Industry | Maine | | Aroostook/ Washington | | Central/Western Maine | | Coastal Counties | | Tri-County | |
|------------------------------------|-------------------------------|------------------------|-------------------------------|------------------------|-------------------------------|------------------------|-------------------------------|------------------------|-------------------------------|------------------------|
| | Number of Job Vacancies | Mean Hourly Wage | Number of Job Vacancies | Mean Hourly Wage | Number of Job Vacancies | Mean Hourly Wage | Number of Job Vacancies | Mean Hourly Wage | Number of Job Vacancies | Mean Hourly Wage |
| Trade, Transportation, & Utilities | 6,591 | \$10.19 | 261 | \$10.53 | 1,693 | \$11.98 | 3,112 | \$9.96 | 1,525 | \$8.62 |
| Leisure & Hospitality | 5,693 | 8.28 | 496 | 6.97 | 933 | 8.69 | 3,532 | 8.29 | 733 | 8.61 |
| Health Care & Social Assistance | 4,274 | 14.54 | 238 | 13.70 | 1,495 | 14.94 | 1,679 | 14.32 | 861 | 14.52 |
| Professional & Business Services | 2,760 | 12.23 | 10 | 14.05 | 666 | 9.81 | 1,885 | 13.03 | 198 | 12.62 |
| Construction | 1,416 | 12.41 | 59 | 10.65 | 209 | 12.65 | 669 | 12.80 | 480 | 11.99 |
| Educational Services | 1,298 | 11.50 | 114 | 11.57 | 414 | 11.26 | 602 | 11.05 | 168 | 13.67 |
| Financial Activities | 1,086 | 14.08 | * | * | 130 | 11.81 | 857 | 14.69 | * | * |
| Durable Goods Manufacturing | 699 | 12.23 | 55 | 10.21 | 224 | 10.58 | 282 | 11.99 | 137 | 16.21 |
| Nondurable Goods Manufacturing | 420 | 12.12 | 9 | 8.85 | 142 | 13.03 | 230 | 11.86 | 39 | 11.11 |
| Public Administration | 328 | 14.31 | 5 | 11.20 | 50 | 12.62 | 224 | 15.04 | 49 | 12.98 |
| Other Services | 312 | 10.20 | * | * | 130 | 12.60 | 110 | 8.46 | 69 | 8.40 |
| Information | 256 | 16.52 | * | * | 46 | 15.37 | 164 | 15.57 | 45 | 21.28 |
| Natural Resources & Mining | 236 | 13.28 | 50 | 13.25 | 139 | 14.26 | * | * | * | * |
| All Job Vacancies | 25,369 | \$11.31 | 1,305 | \$9.95 | 6,271 | \$12.01 | 13,348 | \$11.21 | 4,446 | \$11.01 |

Duration of Job Vacancies by Region



◆ *The Central/Western Maine region has the highest percentage of job vacancies for which employers are always recruiting/hiring.*

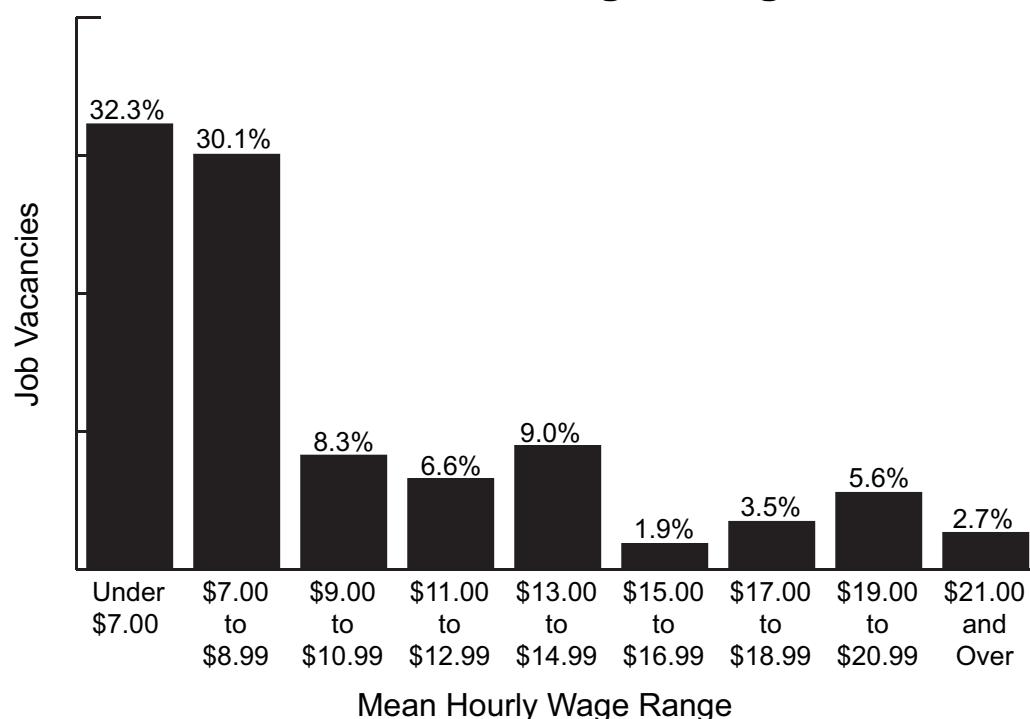
◆ *The Aroostook/Washington region is the only region where fewer than 60% of job vacancies are open less than 60 days.*

Occupations with the Most Job Vacancies in the Aroostook/Washington Region

| Job Title | Number of Job Vacancies | Mean Hourly Wage | Job Vacancy Rate |
|--|-------------------------------|------------------------|------------------------|
| Combined Food Prep & Serving Workers | 176 | \$6.46 | 24.4% |
| Maids & Housekeeping Cleaners | 138 | 7.96 | 31.5 |
| Nursing Aides, Orderlies, & Attendants | 70 | 8.39 | 6.0 |
| Truck Drivers, Heavy & Tractor-Trailer | 68 | 13.57 | 6.7 |
| Registered Nurses | 67 | 18.12 | 6.0 |
| Cashiers | 59 | 7.14 | 3.7 |
| Food Preparation Workers | 39 | 6.88 | 7.8 |
| Secondary School Teachers | 36 | 11.46 | 7.3 |
| Personal & Home Care Aides | 29 | 7.07 | 11.5 |
| Stock Clerks & Order Fillers | 28 | 7.99 | 6.2 |

- ◆ Of all occupations with more than 30 estimated job vacancies in the Aroostook/Washington region, Registered Nurses have the highest reported mean hourly wage at \$18.12.
- ◆ Over 62% of job vacancies in the Aroostook/Washington Region have a reported wage of less than \$9.00 per hour.
- ◆ In the Aroostook/Washington region, Maids & Housekeeping Cleaners have the highest job vacancy rate at 31.5%.

Percent of Job Vacancies by Mean Hourly Wage Range in Aroostook/Washington Region

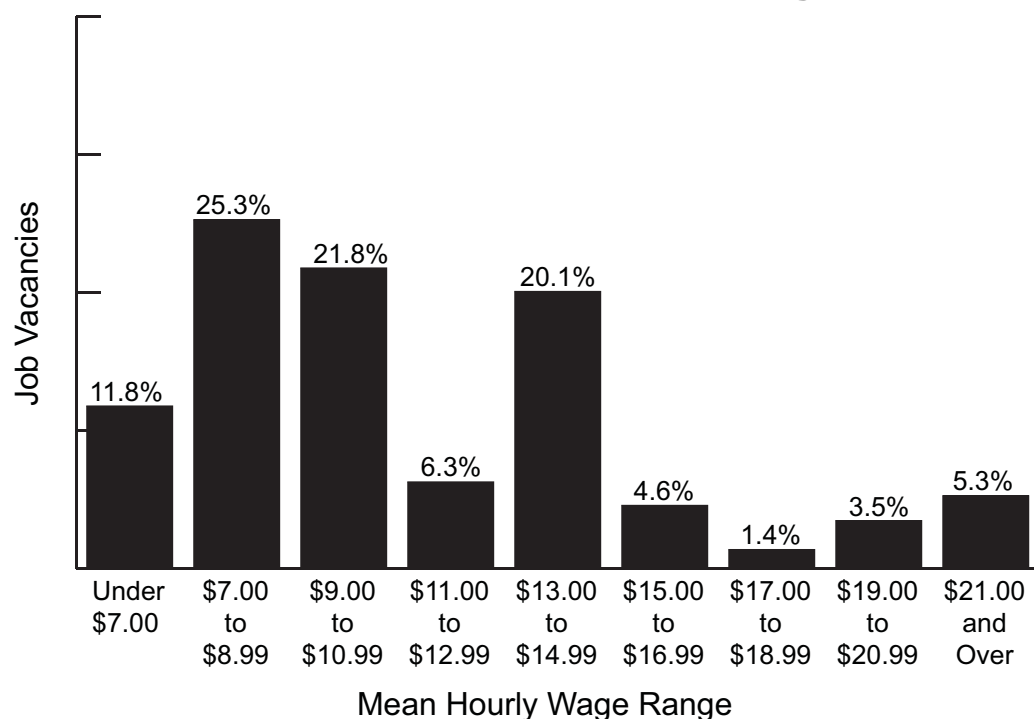


Occupations with the Most Job Vacancies in the Central/Western Maine Region

| Job Title | Number of Job Vacancies | Mean Hourly Wage | Job Vacancy Rate |
|--|-------------------------------|------------------------|------------------------|
| Customer Service Representatives | 608 | \$12.06 | 33.4% |
| Retail Salespersons | 466 | 13.30 | 11.9 |
| Nursing Aides, Orderlies, & Attendants | 341 | 8.34 | 10.5 |
| Registered Nurses | 324 | 22.49 | 7.6 |
| Waiters & Waitresses | 227 | 8.18 | 9.6 |
| Social and Human Service Assistants | 159 | 9.51 | 16.8 |
| Food Preparation Workers | 159 | 7.10 | 10.0 |
| Teacher Assistants | 157 | 8.61 | 6.0 |
| Combined Food Prep & Serving Workers | 152 | 6.35 | 4.3 |
| Personal & Home Care Aides | 151 | 8.67 | 26.1 |

- ◆ In the Central/Western Maine Region, the job vacancy rate is highest for Customer Service Representatives at 33.4%. This occupation also ranks third highest in average hourly wage in the region at \$12.06.
- ◆ The occupations with the three highest average hourly wages in the Central/Western Maine region are in the top four by estimated job vacancies.
- ◆ In the Central/Western Maine region, 73.5% of job vacancies offer between \$7.00 and \$14.99 per hour.

Percent of Job Vacancies by Mean Hourly Wage Range in the Central/Western Maine Region



Occupations with the Most Job Vacancies in the Coastal Counties Region

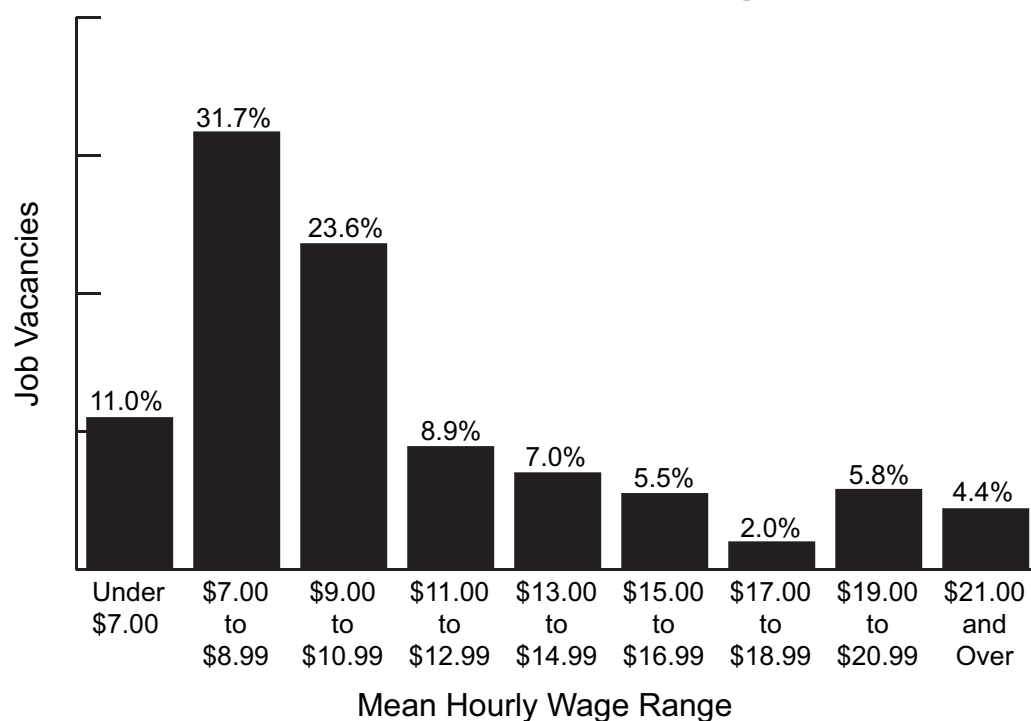
| Job Title | Number of Job Vacancies | Mean Hourly Wage | Job Vacancy Rate |
|--|-------------------------------|------------------------|------------------------|
| Cashiers | 637 | \$7.58 | 8.7% |
| Retail Salespersons | 546 | 10.07 | 5.4 |
| Maids & Housekeeping Cleaners | 539 | 8.42 | 15.9 |
| Nursing Aides, Orderlies, & Attendants | 469 | 9.19 | 10.3 |
| Customer Service Representatives | 454 | 10.71 | 9.9 |
| Combined Food Prep & Serving Workers | 454 | 7.19 | 7.7 |
| Telemarketers | 427 | 14.34 | 26.4 |
| Stock Clerks & Order Fillers | 403 | 7.48 | 13.0 |
| Waiters & Waitresses | 397 | 8.30 | 6.4 |
| Janitors and Cleaners | 378 | 9.31 | 5.6 |

◆ The highest job vacancy rate in the Coastal Counties region among occupations with more than 350 estimated openings is for Telemarketers at 26.4%. This occupation also ranks highest in average hourly wage in the region at \$14.34.

◆ Although Retail Salespersons ranks second for number of job vacancies in the Coastal Counties region, it represents the lowest job vacancy rate in the top ten occupations at just 5.4% of employment.

◆ Compared to other regions, the Coastal Counties region represents the lowest percentage (11%) of job vacancies offering under \$7.00 per hour.

Percent of Job Vacancies by Mean Hourly Wage Range in the Coastal Counties Region



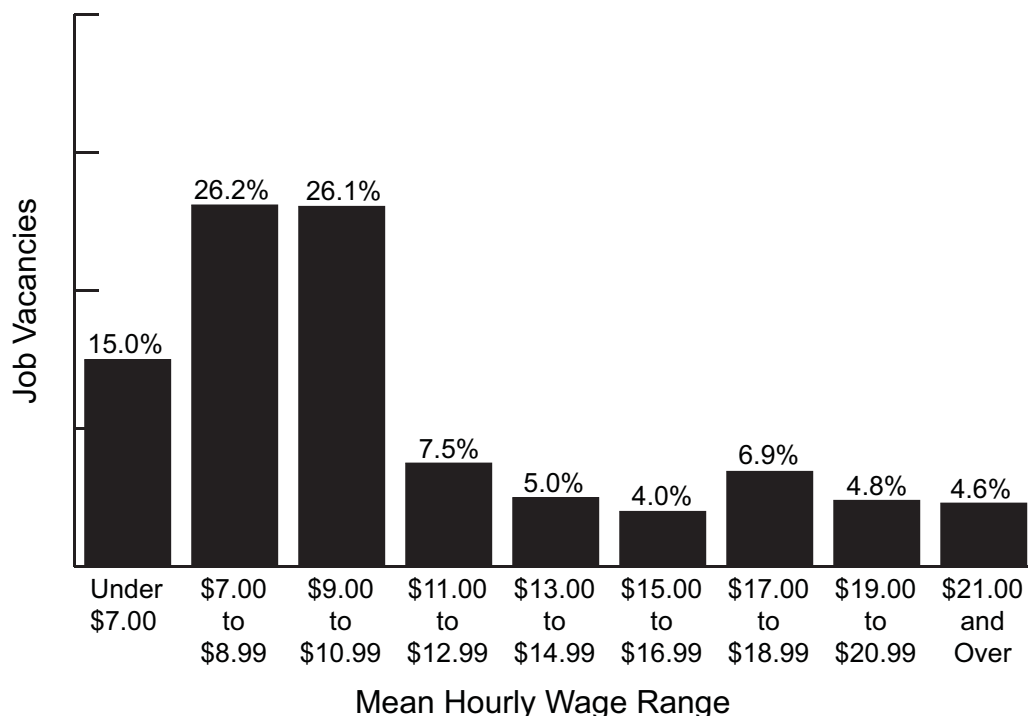
Occupations with the Most Job Vacancies in the Tri-County Region

| Job Title | Number of Job Vacancies | Mean Hourly Wage | Job Vacancy Rate |
|--|-------------------------------|------------------------|------------------------|
| Retail Salespersons | 579 | \$8.23 | 18.2% |
| Cashiers | 390 | 7.56 | 12.0 |
| Registered Nurses | 189 | 18.84 | 6.4 |
| Nursing Aides, Orderlies, & Attendants | 159 | 8.88 | 8.3 |
| Truck Drivers, Heavy & Tractor-Trailer | 152 | 14.44 | 7.4 |
| Maids & Housekeeping Cleaners | 119 | 9.10 | 9.7 |
| Recreation Workers | 104 | 7.44 | 64.5 |
| Personal & Home Care Aides | 103 | 8.62 | 30.1 |
| Operating Engineers & Other Construction Equipment Operators | 96 | 11.71 | 20.5 |
| Carpenters | 82 | 13.82 | 7.4 |

◆ The top two occupations in the Tri-County region (Retail Salespersons and Cashiers) make up 21.8% of all estimated job vacancies in the region.

◆ In the Tri-County region, 67.3% of job vacancies offer less than \$11.00 per hour.

Percent of Job Vacancies by Mean Hourly Wage Range in the Tri-County Region



Maine Statewide

- ◆ The job vacancy rate increased slightly between 2002 and 2005, representing an estimated increase of nearly 2,000 job vacancies.
- ◆ Forty-three percent of all job vacancies are concentrated in 3 of 22 occupational groups.
- ◆ For occupational groups with 200 or more vacancies, Building & Grounds Maintenance shows the greatest increase in job vacancy rate between 2002 and 2005. Community & Social Services shows the greatest decrease.
- ◆ Food Preparation & Serving Related account for the largest concentration of part-time vacancies at 49.2%.
- ◆ The statewide mean hourly wage ranges from \$7.76 in Food Preparation & Serving Related to \$25.15 in Life, Physical, & Social Science.
- ◆ Similar to the 2002 survey, Building & Grounds Maintenance shows the highest percentage (68.4%) of temporary or seasonal workers.

Job Vacancies by Major Occupational Group in Maine Statewide

| Major Occupational Group | Number of Job Vacancies | 2002 Job Vacancy Rate | 2005 Job Vacancy Rate | Mean Hourly Wage | Part-time | Temporary or Seasonal | Requires Specialized Work Experience | Requires Education Beyond a High School Diploma |
|--------------------------------------|-------------------------|-----------------------|-----------------------|------------------|--------------|-----------------------|--------------------------------------|---|
| Sales & Related | 3,952 | 5.5% | 6.6% | \$10.39 | 35.7% | 30.3% | 3.5% | 6.0% |
| Food Preparation & Serving Related | 3,494 | 7.1 | 6.4 | 7.76 | 49.2 | 41.0 | 9.2 | 3.2 |
| Office & Administrative Support | 3,483 | 2.6 | 3.4 | 10.22 | 38.7 | 45.1 | 23.0 | 10.2 |
| Building & Grounds Maintenance | 1,833 | 4.5 | 8.4 | 9.24 | 30.1 | 68.4 | 10.1 | 4.2 |
| Healthcare Practitioners & Technical | 1,820 | 4.4 | 5.3 | 21.67 | 39.3 | 4.2 | 66.3 | 95.0 |
| Transportation & Material Moving | 1,655 | 4.0 | 3.8 | 11.46 | 11.5 | 31.0 | 38.3 | 16.6 |
| Personal Care & Service | 1,613 | 10.7 | 11.6 | 7.96 | 43.2 | 51.2 | 17.0 | 13.7 |
| Construction & Extraction | 1,364 | 5.3 | 4.4 | 11.86 | 10.4 | 26.3 | 28.6 | 10.5 |
| Healthcare Support | 1,103 | 6.9 | 6.0 | 8.94 | 38.9 | 1.0 | 32.3 | 35.4 |
| Production | 978 | 1.9 | 2.3 | 10.25 | 4.3 | 37.2 | 22.9 | 18.7 |
| Education, Training, & Library | 874 | 2.0 | 2.0 | 11.49 | 25.5 | 24.3 | 53.8 | 96.2 |
| Management | 548 | 1.6 | 1.7 | 19.59 | 2.5 | 6.6 | 90.0 | 79.6 |
| Community & Social Services | 540 | 9.8 | 4.0 | 12.22 | 20.6 | 1.7 | 53.5 | 60.1 |
| Installation, Maintenance, & Repair | 519 | 2.8 | 2.0 | 12.39 | 5.8 | 5.6 | 57.6 | 50.2 |
| Protective Services | 368 | 2.3 | 3.2 | 9.61 | 21.7 | 54.0 | 63.1 | 6.0 |
| Business & Financial Operations | 296 | 2.6 | 1.5 | 18.58 | 1.6 | 4.8 | 75.3 | 87.9 |
| Architecture & Engineering | 273 | 2.8 | 3.0 | 18.61 | 0.0 | 8.6 | 76.9 | 94.4 |
| Computer & Mathematical | 181 | 1.7 | 2.5 | 22.22 | 23.2 | 0.8 | 85.2 | 68.6 |
| Farming, Fishing, & Forestry | 166 | 1.3 | 6.5 | 12.02 | 0.0 | 51.0 | 48.6 | 6.3 |
| Arts, Design, Entertainment, & Media | 138 | 2.0 | 2.3 | 10.36 | 35.1 | 42.3 | 74.6 | 25.2 |
| Legal | 130 | N/A | 3.7 | 19.02 | 0.0 | 0.0 | 100.0 | 99.2 |
| Life, Physical, & Social Science | 41 | 1.6 | 1.0 | 25.15 | 4.1 | 0.0 | 89.2 | 100.0 |
| Total | 25,369 | 3.9% | 4.2% | \$11.31 | 30.8% | 32.6% | 28.6% | 25.4% |

- ◆ *Statewide, the top 25 occupations with the most job vacancies account for 58.4% (14,810) of all job vacancies. (Total all job vacancies= 25,369)*
- ◆ *Recreation Workers show the greatest increase in job vacancy rate from 2002 to 2005, representing an estimated increase of 185 vacancies. However, this occupation also offers the sixth lowest mean hourly wage in the top 25.*
- ◆ *Restaurant Cooks show the greatest decrease in job vacancy rate, dropping from 19.0% to 7.0% of employment.*
- ◆ *Combined Food Preparation & Serving Workers account for the highest percentage of part-time vacancies, as well as for the lowest mean hourly wage at \$6.81.*
- ◆ *Operating Engineers & Other Construction Equipment Operators show the 2nd greatest increase in job vacancy rate and boast the fourth lowest in percentage of part-time job vacancies.*

Top 25 Occupations with the Most Vacancies in Maine Statewide

| Job Title | Number of Job Vacancies | Mean Hourly Wage | 2002 Job Vacancy Rate | 2005 Job Vacancy Rate | Part- time |
|--|-------------------------------|------------------------|--------------------------------|--------------------------------|---------------|
| Retail Salespersons | 1,596 | \$10.33 | 5.9% | 9.1% | 26.2% |
| Cashiers | 1,169 | 7.54 | 5.1 | 7.1 | 55.8 |
| Customer Service Representatives | 1,128 | 11.26 | 1.4 | 13.3 | 46.6 |
| Nursing Aides, Orderlies, and Attendants | 1,038 | 8.81 | 11.8 | 11.7 | 40.4 |
| Combined Food Prep & Serving Workers | 912 | 6.81 | 9.1 | 7.9 | 70.5 |
| Waiters and Waitresses | 854 | 7.94 | 7.2 | 8.0 | 54.5 |
| Registered Nurses | 853 | 20.90 | 5.2 | 6.3 | 42.8 |
| Maids and Housekeeping Cleaners | 820 | 8.42 | 11.9 | 15.1 | 40.4 |
| Truck Drivers, Heavy and Tractor-Trailer | 650 | 14.30 | 3.9 | 6.6 | 5.4 |
| Construction Laborers | 528 | 9.08 | 9.7 | 19.1 | 13.8 |
| Stock Clerks and Order Fillers | 497 | 7.43 | 4.7 | 7.3 | 27.3 |
| Telemarketers | 486 | 13.52 | 9.4 | 16.5 | 42.7 |
| Janitors & Cleaners, Except Maids & Housekeeping Cleaners | 481 | 9.78 | 1.4 | 4.6 | 33.2 |
| Personal and Home Care Aides | 420 | 8.75 | 7.0 | 8.5 | 67.4 |
| Landscaping and Groundskeeping Workers | 399 | 8.97 | 3.2 | 9.7 | 15.5 |
| Recreation Workers | 387 | 7.81 | 22.9 | 37.9 | 65.4 |
| Laborers and Freight, Stock, & Material Movers, Hand | 369 | 9.20 | 9.3 | 3.8 | 30.9 |
| Food Preparation Workers | 335 | 7.26 | 12.4 | 5.2 | 38.5 |
| Truck Drivers, Light or Delivery Services | 328 | 10.36 | 4.0 | 7.2 | 2.3 |
| Teacher Assistants | 320 | 9.09 | 2.1 | 3.7 | 57.5 |
| Cooks, Restaurant | 292 | 9.24 | 19.0 | 7.0 | 45.4 |
| Carpenters | 248 | 13.65 | 5.1 | 4.8 | 0.0 |
| Operating Engineers & Other Construction Equipment Operators | 245 | 13.38 | 3.1 | 15.2 | 8.2 |
| Hotel, Motel, and Resort Desk Clerks | 235 | 8.84 | 12.6 | 15.3 | 22.4 |
| Social and Human Service Assistants | 230 | 9.66 | 17.5 | 5.6 | 26.6 |

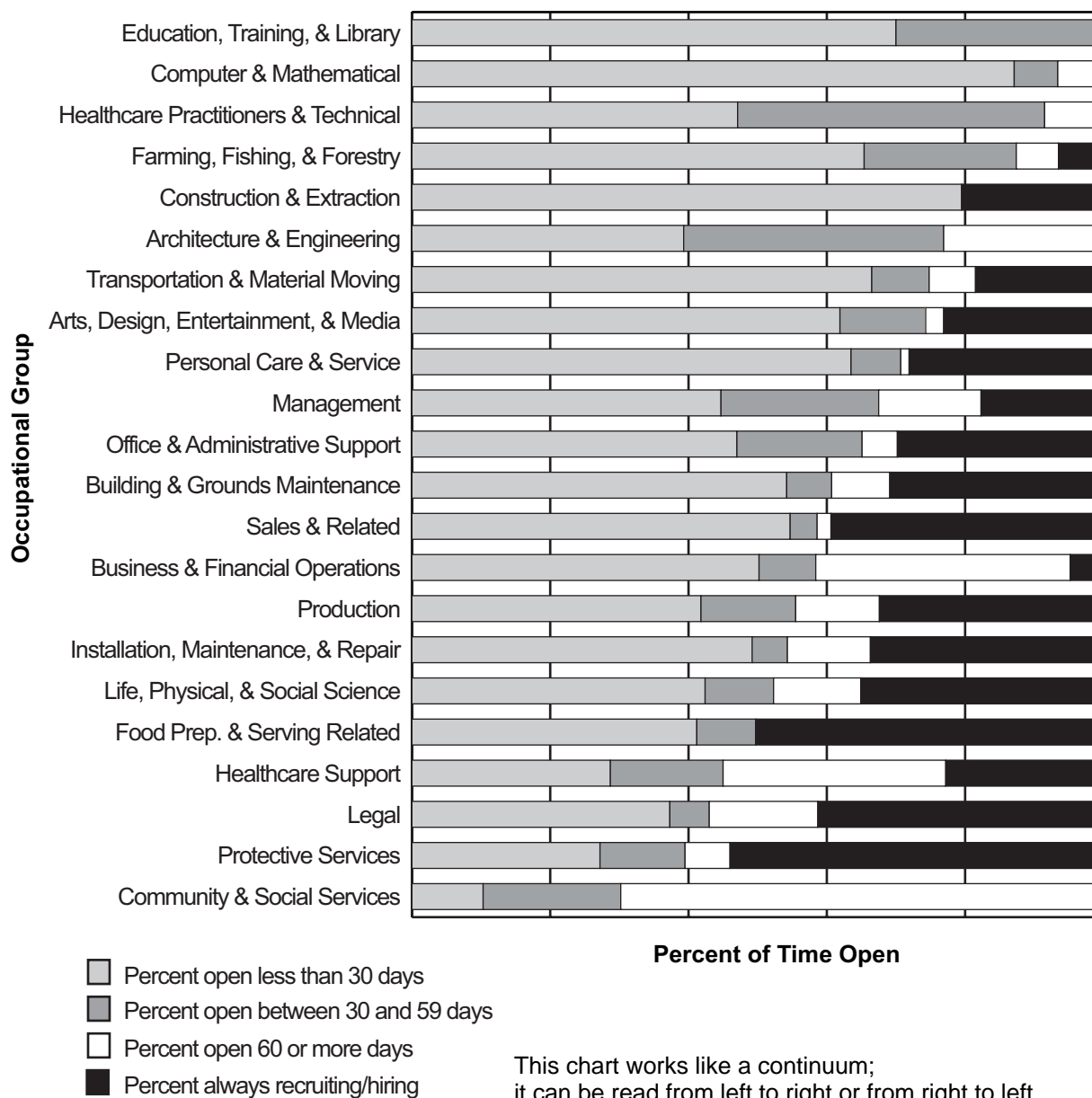
- ◆ *The highest concentration of part-time vacancies is in Health Care & Social Assistance, while the highest concentration of temporary or seasonal vacancies is in Leisure & Hospitality.*
- ◆ *The job vacancy rate is highest in the Leisure & Hospitality industry (19.9%), which is more than double the next highest industry (Natural Resources & Mining).*
- ◆ *The Information industry offers the highest average wage at \$16.52 per hour. However, this industry ranks 8th with a job vacancy rate at 2.3% of employment and 12th with an estimated 256 job vacancies in Maine.*
- ◆ *The two industries with job vacancies requiring the highest percentages of specialized work experience (Information and Natural Resources & Mining) rank as the lowest two industries by number of job vacancies in Maine.*

Job Vacancies by Industry in Maine Statewide

| Industry | Number of Vacancies | 2005 Job Vacancy Rate | Mean Hourly Wage | Part- time | Temporary or Seasonal | Requires Specialized Work Experience | Requires Education Beyond a High School Diploma |
|------------------------------------|---------------------------|--------------------------------|------------------------|---------------|-----------------------------|---|--|
| Trade, Transportation, & Utilities | 6,591 | 5.0% | \$10.19 | 33.9% | 37.7% | 13.1% | 4.3% |
| Leisure & Hospitality | 5,694 | 19.9 | 8.28 | 37.7 | 59.1 | 15.6 | 4.8 |
| Health Care & Social Assistance | 4,274 | 4.5 | 14.54 | 41.9 | 2.4 | 45.4 | 60.2 |
| Professional & Business Services | 2,760 | 5.5 | 12.23 | 12.7 | 29.0 | 42.3 | 33.5 |
| Construction | 1,416 | 4.5 | 12.41 | 13.1 | 33.9 | 35.9 | 14.5 |
| Educational Services | 1,298 | 2.1 | 11.50 | 36.3 | 34.9 | 40.6 | 72.3 |
| Financial Activities | 1,086 | 3.2 | 14.08 | 32.2 | 32.0 | 20.2 | 37.5 |
| Durable Goods Manufacturing | 699 | 2.1 | 12.23 | 6.5 | 11.3 | 53.6 | 50.4 |
| Nondurable Goods Manufacturing | 420 | 1.5 | 12.12 | 3.4 | 8.2 | 38.4 | 35.6 |
| Public Administration | 328 | 0.7 | 14.31 | 27.7 | 0.7 | 39.5 | 20.2 |
| Other Services | 312 | 2.1 | 10.20 | 34.4 | 9.3 | 54.6 | 38.4 |
| Information | 256 | 2.3 | 16.52 | 5.5 | 1.8 | 57.5 | 37.1 |
| Natural Resources & Mining | 236 | 8.8 | 13.28 | 0.0 | 35.9 | 64.5 | 26.7 |
| Total | 25,369 | 4.2% | \$11.31 | 30.8% | 32.6% | 28.6% | 25.4% |

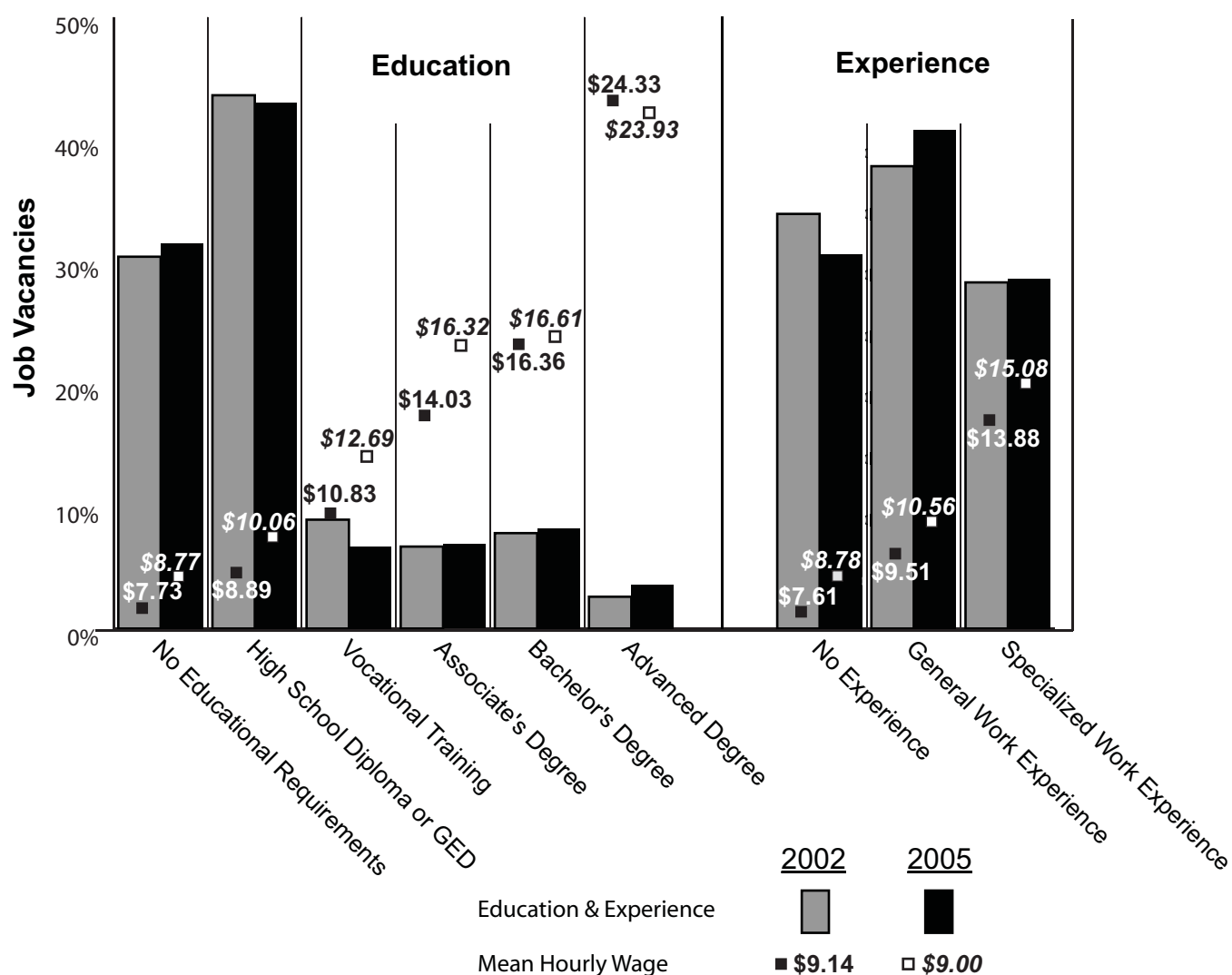
- ◆ Job vacancies in the Computer & Mathematical occupational group are filled most quickly, where only 13% of vacancies remain open 30 or more days.
- ◆ The occupational group in which employers are most likely to be always recruiting or hiring is Protective Service.
- ◆ One of the most notable changes between 2002 and 2005 is the increase in occupational groups in which no employers report to always be recruiting or hiring employees. In 2002, only Farming, Fishing, & Forestry fell into this category, while in 2005, five different groups failed to report vacancies in which they were always recruiting or hiring.

Duration of Job Vacancies in Maine Statewide



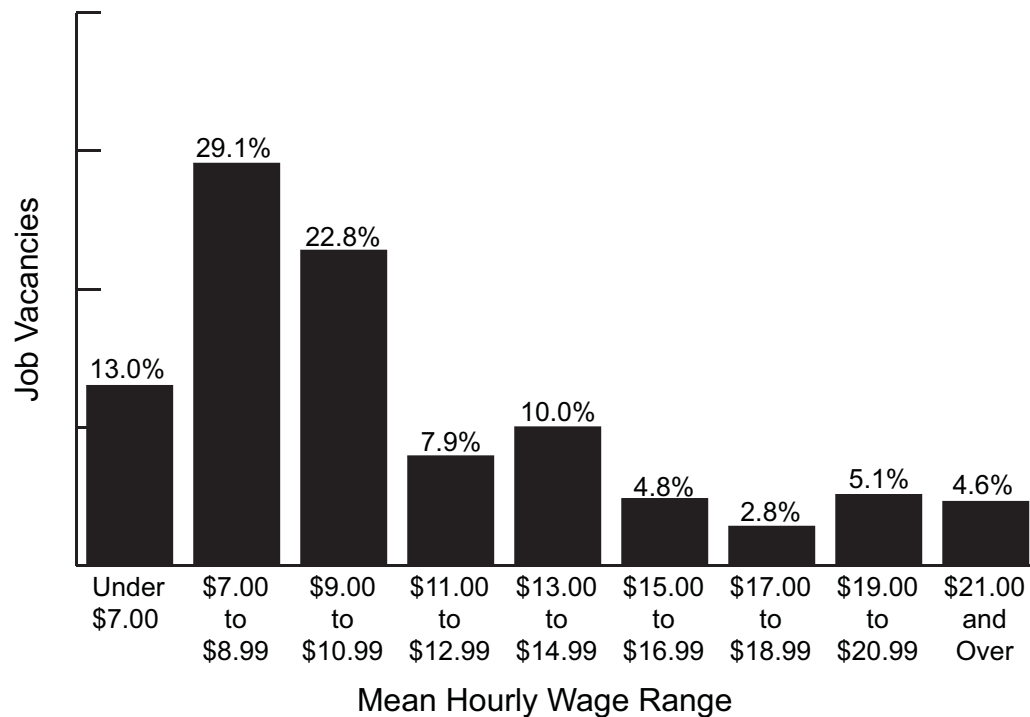
- ◆ The greatest change in average wages by experience or education between 2002 and 2005 is an increase of over \$2.00 per hour for those vacancies requiring an Associate's Degree.
- ◆ While the percentage of job vacancies requiring specialized work experience remained about the same between 2002 and 2005, those requiring no work experience and those requiring general work experience decreased and increased respectively by approximately 7.0% each.
- ◆ Average hourly wages rose between 2002 and 2005 for all three experience responses, from an increase of \$1.05 for those jobs requiring general work experience to an increase of \$1.20 for those jobs requiring specialized work experience.

Education and Experience Requirements of Job Vacancies with Mean Hourly Wages in Maine Statewide



- ◆ About 58% of job vacancies offer a mean hourly wage of \$9.00 or above.
- ◆ Mean hourly wages of \$15.00 or above are offered in 17.3% of statewide job vacancies.
- ◆ Nearly 52% of job vacancies offer a mean hourly wage of between \$7.00 and \$10.99.

Job Vacancies by Mean Hourly Wage Range in Maine Statewide



Methodology

Survey Process

The Maine Job Vacancy Survey was conducted in accordance with software developed by the U.S. Bureau of Labor Statistics and the Job Vacancy Statistics Workgroup. The set of standardized survey tools and software were based on sound statistical methodology and include a cognitively tested survey instrument. The survey response rate of 74.7% means 2,090 employers returned the survey for usable responses. The following describes the major elements of the survey data:

Survey Population: Employers in the State of Maine contained in the 2004 2nd Quarter Census of Employment and Wages (QCEW) Report.

Sampling Frame: Reportable units which met specific criteria, including only active employers and those with identifiable industries and areas.

Sample Size: 2,700 reportable units were randomly sampled by region (Workforce Investment Area) and industry. The survey population was stratified by the following three categories:

Employer Size Class

| <u>Size Class</u> | <u>Number of Employees</u> |
|-------------------|----------------------------|
| 1 | 0-9 |
| 2 | 10-19 |
| 3 | 20-49 |
| 4 | 50-99 |
| 5 | 100-249 |
| 6 | 250 or more |

Major Industry Group (see Industry Sectors on next page)

Workforce Investment Areas (WIA)

| <u>Regional Workforce Investment Area</u> | <u>Respective Counties</u> |
|---|--|
| Aroostook/Washington County WIA | Aroostook, Washington |
| Central/Western Maine WIA | Androscoggin, Franklin, Kennebec, Oxford, Somerset |
| Coastal Counties WIA | Cumberland, Knox, Lincoln, Sagadahoc, Waldo, York |
| Tri-County WIA | Hancock, Penobscot, Piscataquis |

Industry Sectors

North American Industry Classification System (NAICS)

The North American Industry Classification System (NAICS) defines the following major industry sectors.

Goods-Producing Industries

Natural Resources and Mining

Sector 11--Agriculture, Forestry, Fishing and Hunting

Sector 21--Mining

Construction

Sector 23--Construction

Manufacturing

Sectors 31, 32, 33--Manufacturing

Durable Goods (NAICS 321, 327, 331, 332, 333, 334, 335, 336, 337, 339)

Nondurable Goods (NAICS 311, 312, 313, 314, 315, 316, 322, 323, 324, 325, 326)

Service-Providing Industries

Trade, Transportation, and Utilities

Sector 42--Wholesale Trade

Sectors 44, 45--Retail Trade

Sectors 48, 49--Transportation and Warehousing

Sector 22--Utilities

Information

Sector 51--Information

Financial Activities

Sector 52--Finance and Insurance

Sector 53--Real Estate and Rental and Leasing

Professional and Business Services

Sector 54--Professional, Scientific, and Technical Services

Sector 55--Management of Companies and Enterprises

Sector 56--Administrative and Support and Waste Management and Remediation Services

Education and Health Services

Sector 61--Educational Services

Sector 62--Health Care and Social Assistance

Leisure and Hospitality

Sector 71--Arts, Entertainment, and Recreation

Sector 72--Accommodation and Food Services

Other Services

Sector 81--Other Services, except Public Administration

Government (Public Administration)

Sector 92--Federal, State, Local

Major Occupational Groups Standard Occupational Classification (SOC) System

The Standard Occupational Classification (SOC) System defines the following twenty-two major occupational groups.

| SOC | Major Occupational Group |
|------------|--|
| 11-0000 | Management Occupations |
| 13-0000 | Business and Financial Operations Occupations |
| 15-0000 | Computer and Mathematical Occupations |
| 17-0000 | Architecture and Engineering Occupations |
| 19-0000 | Life, Physical, and Social Science Occupations |
| 21-0000 | Community and Social Services Occupations |
| 23-0000 | Legal Occupations |
| 25-0000 | Education, Training, and Library Occupations |
| 27-0000 | Arts, Design, Entertainment, Sports, and Media Occupations |
| 29-0000 | Healthcare Practitioners and Technical Occupations |
| 31-0000 | Healthcare Support Occupations |
| 33-0000 | Protective Service Occupations |
| 35-0000 | Food Preparation and Serving Related Occupations |
| 37-0000 | Building and Grounds Cleaning and Maintenance Occupations |
| 39-0000 | Personal Care and Service Occupations |
| 41-0000 | Sales and Related Occupations |
| 43-0000 | Office and Administrative Support Occupations |
| 45-0000 | Farming, Fishing, and Forestry Occupations |
| 47-0000 | Construction and Extraction Occupations |
| 49-0000 | Installation, Maintenance, and Repair Occupations |
| 51-0000 | Production Occupations |
| 53-0000 | Transportation and Material Moving Occupations |

Maine Job Vacancy Survey-Spring 2005

DIRECTIONS

- Please direct this survey to the manager or human resources professional responsible for hiring and recruitment at your firm.
- Please respond before April 22, 2005. Your cooperation will allow us to complete this survey in a timely manner.
- Surveys can be returned by mail in the enclosed postage paid envelope or by fax at (207) 287-5592.
- No data identifying individual firms, directly or indirectly, will be published or released.
- If you have any questions about the survey, please contact: David Welch at (207) 287-1250 or via e-mail to David.Welch@Maine.gov. Please refer to the 6-digit number at the top right.
- Answer Part A below, and then turn the form over to complete Part B, if needed.

MAINE DEPARTMENT OF LABOR
LABOR MARKET INFORMATION SERVICES
PO BOX 259
AUGUSTA, ME 04330-9945

Part A – About Your Business

This form asks for information about the business, institution or organization listed in the box above.

| | | |
|--|--|--|
| 1: Total number of employees: If you have multiple locations, please fill out the survey for only the location(s) defined in the "Report For" field shown above the address. | 2: Who is responding to this survey? Name: _____ Title: _____ Phone: _____ Email: _____ | 3: Do you have vacancies at this location? <input type="checkbox"/> Yes Turn over survey and complete Part B. <input type="checkbox"/> No Mail or fax this side of the survey to the contact listed above. It is important for you to return the survey even if you have no vacancies. You may also notify us by phone at (207) 287-1250 if you have no vacancies. |
| Comments: | | |

Part B- CURRENT Job Vacancies At This Location

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Not enough space? Call for another copy (207-287-1250) or make a photocopy of this page.

Data Limitations and Notes

Data Limitations:

As with any statistical data, there are some limitations. Two potential sources of bias in the data that are common to any statistical data are sampling and nonsampling errors. Sampling errors result from the differences that occur because a sample rather than the whole population was surveyed. Nonsampling errors result from numerous sources apart from the chance effects of using a sample. Some sources of nonsampling error include survey nonresponse, definitional problems, and processing errors. Quality control measures, such as follow-up on missing data, validating questionable items, and verification of data entries, are able to reduce nonsampling error. Effort is made to keep these errors to a minimum.

Notes:

Responses from employers that did not expressly fit the answer format were transcribed to the greatest extent possible. Responses that could not be reasonably transcribed were omitted.

No adjustments were made for seasonality.

In order to extend the sampling in a meaningful way to various geographic areas, reportable units were selected, which could have included a reportable unit representing an employer with a single location or several reportable units from one employer who has numerous locations in different parts of the state.

Rounding may cause some percentages and totals to vary slightly.

Nondisclosable data either does not meet statistical validity or does not pass other publication screening tests.

This report has presented point-in-time estimates of job vacancies in Maine as of April, May, and June 2005. These estimates should be viewed as an indicator rather than an actual value of the demand for workers at that point in time. Some factors influencing the number of job vacancies are seasonality, turnover, difficulty of finding workers, business cycles, and financial growth. Readers desiring industry or occupational employment projections should consult the projection series *Maine Employment Outlook*.

MAINE DEPARTMENT OF LABOR, LABOR MARKET INFORMATION SERVICES

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Maine Job Vacancy Survey, Spring 2005

and other related topics. Thank you for your time.

1. Do you find this publication clear and easy to understand? Yes No

2. What do you like about it?

3. What do you dislike about it?

4. How can we make this
publication more valuable
to you?

5. What other information
regarding this publication
would be helpful to you?

6. Any suggestions for
information on other
areas of the labor market?

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Labor Market Information Services

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Fax (207) 287-2947

Web site: www.Maine.gov/labor/lmis

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